

Message

From: [Name Redacted] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B612B006A2F34E9884D5D3A8932BBB39-[Name Redacted]
on behalf of Rozanne Foyer [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4E79AE71E4F6460B8092418B4ABE0630-ROZANNE FOY]
Sent: 31/01/2023 4:42:43 PM
To: Linda Somerville [lsomerville@stuc.org.uk]
CC: Shona Scott [sscott@stuc.org.uk]
Subject: FW: Coronavirus Fair Work Joint Statement - For response

From: Rozanne Foyer
Sent: Thursday, May 12, 2022 9:42 AM
To: [NR]@gov.scot
Cc: Dave Moxham <DMoxham@stuc.org.uk>; Linda Somerville <lsomerville@stuc.org.uk>; [NR]@gov.scot; [NR]@gov.scot; [Name Redacted]@gov.scot; [NR]@gov.sc
Subject: FW: Coronavirus Fair Work Joint Statement - For response

Dear [NR]

Thankyou for your contact regarding Scottish Government ministers wish to withdraw the Corona Virus Fair Work Joint Statement.

While we fully recognise that the situation has moved on and some aspects of the statement may require to be updated, we believe that this statement has fulfilled a very important role in encouraging employers to implement best practice measures in light of the impact of the pandemic on workers, which as you rightly point out has not gone away.

We therefore are not in agreement that the statement should be withdrawn as we believe that it still contains a range of important and relevant provisions that are actively offering protection to workers in Scotland not covered by other areas of Scottish Government Fair Work guidance. One example of this is the guidance around workers absence that still provides important protections for those suffering from long covid.

We would instead be keen to work closely with Scottish Government on reviewing the statement and bringing it up to date.

The STUC is currently working with the Independent Sage Committee on an employer pedge around best practice in relation to continued Corona virus safety in workplaces and we would be keen to talk to Scottish Government about whether elements of this could be incorporated in any updated statement that would better reflect the current situation.

We would be happy to meet to discuss this matter further at your earliest convenience.

Yours Sincerely,

Roz Foyer.
STUC General Secretary

From: [NR]@gov.scot <[NR]@gov.scot>
Sent: 09 May 2022 09:08

Cc: **Name Redacted** @gov.scot; **Name Redacted** @gov.scot; **NR** @gov.scot; **NR** @gov.scot

Subject: Coronavirus Fair Work Joint Statement - For response

Dear co-signatories,

As you are aware, on 18 April the requirement to wear a face covering in any setting was removed. This completed the removal of all remaining Covid legal restrictions in Scotland and the move to a reliance instead on vaccines, treatments and sensible public health measures and adaptations in line with the approach set out in the recent Strategic Framework update.

The [Coronavirus Fair Work Joint Statement](#), initially published in March 2020, was intended to provide a set of principles to guide employers in responding to the initial crisis, to support workers to follow the public health guidance and protect workers from related financial hardship. In July 2020, it was updated to support the transition out of lockdown, and again in December 2020 to encourage employers to support workers to get vaccinated; the purpose, as set out in the headline, was to set out a joint statement on fair work expectations during the transition out of lockdown.

As we are entering a new phase of the pandemic recovery, the Scottish Government believes the Fair Work Statement has fulfilled its purpose and has guided employers and workers in agreeing fair and flexible working practices while we transitioned out of lockdown as the economy re-opened. Additionally, with the removal of Covid restrictions, the statement no longer accurately reflects the current position on health and safety obligations and supporting self-isolation and hybrid working.

Ministers recognise that Covid has not gone away and continues to impact some workers and business and other organisations through sickness absence. Fair Work will continue to be central to the Scottish Government's pandemic recovery and the ongoing management of Covid, and the updated [Covid-19 safer workplaces guidance](#), published on 18 April, makes clear our expectation that employers, trades unions and workers should continue to work together to ensure workers are treated fairly. Moreover, through the National Strategy for Economic Transformation, in which Fair Work is a key pillar, we will ensure there remains a strong long-term focus on Fair Work, underpinned by the Fair Work Convention's Framework and supported through our refreshed Fair Work Action Plan.

Accordingly, Ministers no longer consider there to be a need for a separate Fair Work Statement and are of the view that it should now be retired; they have asked officials to agree this with you, to enable us to withdraw the outdated statement from the Scottish Government website.

I would be grateful if you would respond on the proposal to retire the statement by Thursday 12 May. We would also be happy to discuss this with you if it would be helpful; please advise of your availability and we will arrange a discussion.

Best wishes,

Name Redacted
(she/her)

Fair Work Policy Officer | Fair Work and Labour Market Strategy | Scottish Government | 6th Floor, 5 Atlantic Quay, 150 Broomielaw Glasgow, G2 8LU | **Irrelevant & Sensitive**

Please Note: I am currently working from home and can be contacted via Teams and e-mail

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Tel: Website: <http://www.stuc.org.uk/>

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